



The House that Lucas Erpit Built

This is the fourth in a series of articles about the PeopleSoft project, written in a way that many of us can relate to.

The dream house that has been under construction is just about complete. Now it's time to train the homeowners on how to get the most of all the amenities they have invested in putting inside their dream home. The builder wants to make sure the homeowners get the most enjoyment possible out of their new home without playing the disastrous "what does this button do?" game.

To accomplish that goal, the homeowners conduct a final inspection of the house with the builder, to ensure they're getting everything they dreamed about, planned, and paid for. That walk-through will be extensive—the builder will check for leaks, make sure all the walls fit together properly, etc. The builder must also show the homeowners how each feature works. Remember, this dream house has all the bells and whistles: climate control heating and cooling; high-speed Internet, cable, phone, and fax capabilities for home and home office use; a high-tech security system; even wiring for a surround-sound home theater system.



The County's PeopleSoft project is currently headed toward a similar walk-through phase, because the system will start to feel "lived-in" in just a few weeks, when County paychecks are run for the first time. System checks and double-checks of County data are being conducted to ensure everything's working properly, and payroll and other employee information is up-to-date and accurate.

For the dream house, the new homeowners will receive instruction manuals when the house is complete. But there's no substitute for "trying out" all the modern systems in the house. It's not only important to get a "feel" for how it all works, but the homeowners know they learn better by doing.

Similarly, users of the PeopleSoft system will receive training on how to properly use the features that affect them. Hands-on training is underway this month. Follow-up training sessions and ongoing resources will be available to help along the way to answer questions.

The dream house's new features are only as good as the homeowner's knowledge of how to make them work. The same holds true for the County's PeopleSoft system. The more the users know about the system, the more valuable the system becomes for the County.

PeopleSoft Training In Full Swing

PeopleSoft training for Lucas County's HR, Payroll, and Benefits professionals began on Monday, November 4, 2002. There are four different training sessions that County people are attending—Human Resources, Benefits Administration, Benefits Inquiries & Leaves, and Time & Labor. All of these training participants attend the classes that apply to their specific roles in their departments.



...Continued on page 2—PeopleSoft Training

Team Member Focus

In this section, we shine the spotlight on one member of Lucas County's PeopleSoft Project Team:

Gwen Moore-Browne

**County Personnel Director
Board of Commissioners
12 years at Lucas County**



When you think of PeopleSoft, what comes to your mind?: "Efficiency. PeopleSoft will streamline a lot of our processes and allow us to prepare and produce our work in a more systematic way. It will assist us in standardizing our processes, eliminate duplication of work, and bring our department together with other County HR departments, allowing more consistency throughout Lucas County."

What are you most looking forward to when PeopleSoft is live?: "1) Self-service for our employees. 2) Simplification of our Time & Labor records. 3) Providing order and access to the records of the HR department."

Fun Fact: "I like to collect ink pens."

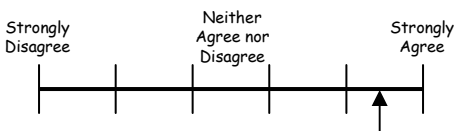


PeopleSoft Training *(continued from page 1)*

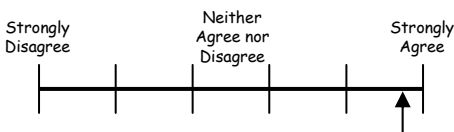
In just the first two weeks of training, 19 classes have been conducted. As of Monday, November 18, over 190 training seats were filled by Lucas County HR, Payroll, and Benefits professionals. Training for this group will continue through the month of November.

During each of the classes, the instructors asked the participants to complete an evaluation form. Feedback from training participants has been very good. Here are a few examples:

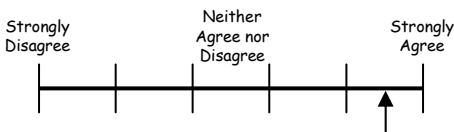
The presentation was clear and understandable



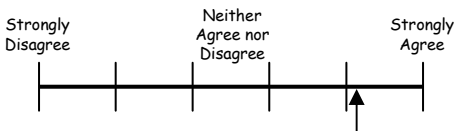
The instructor's knowledge was apparent



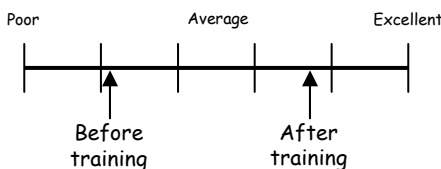
The handouts will help me in my job



This training experience was excellent



My overall knowledge of the training topic



Change has a considerable psychological impact on the human mind.

To the fearful, it is threatening because it means that things may get worse.

To the hopeful, it is encouraging because things may get better.

To the confident, it is inspiring because the challenge exists to make things better.

King Whitney Jr.

Hidden Message

RE ILL G TH HER AT W
T US US O THE F HE GET
UT O T GO THI KING N KIN
THE E IS THIN THA NOT

Unscramble the tiles above to reveal a message. It's a paraphrased quote from Albert Einstein. Don't change the order of the letters in each box.

After you read this newsletter and write down your solution to the puzzle, print your name and work phone number below and return it by December 6, 2002, via interoffice mail to:

**CM Team, 8th Floor Project Room
One Government Center**

We'll enter all of the correct solutions to the puzzle in a drawing. The winner of last month's puzzle contest was **Terina Johnson** from the Sheriff's Office. She will receive two movie passes and a Lucas Erpit coffee mug.

Name: _____

Work Phone: _____

The solution to last month's puzzle:

**YOU MISS ONE HUNDRED PERCENT
OF THE SHOTS YOU DO NOT TAKE**

GET OUT OF LINE!



Sign up for
Direct Deposit
today